

USDA – RISK MANAGEMENT AGENCY
Federal Human Capital Survey (2002)
Critical Analytical Summary

Overall, the **Positive** responses outweigh the **Negative** and **Neutral** responses in the major human capital categories of Strategic Alignment, Talent, Leadership, Performance Culture and Knowledge Management.

Some of the more notable positive responses of the RMA employees polled are:

- 87% of RMA employees know how their jobs relate to the agency's mission and goals (Strategic Alignment)
- 82% of RMA employees claim their supervisors support their needs to balance work and family issues (Talent)
- 84% of RMA employees claim the work they do is important (Leadership)
- 75% of RMA employees claim they are held accountable for achieving results (Performance Culture)
- 89% of RMA employees claim employees have electronic access to learning and training programs readily available at their desk (Knowledge Management)

On the other hand, some of the responses that indicate improvement opportunities are:

- Only 44% of RMA employees claim information collected on their work unit's performance is used to improve the work unit's performance (Strategic Alignment)
- Only 36% of RMA employees claim that they are able to recruit people with the right skills (Talent)
- Only 28% of RMA employees claim that leaders generate high levels of motivation and commitment in the workforce (Leadership)
- Only 24% of RMA employees claim that the organization's awards program provides them with an incentive to do their best (Performance Culture)
- Only 36% of RMA employees claim they are willing to be retrained and moved to other positions in the organization (Knowledge Management)

In the months to come, Human Resources will engage several strategies, emphasizing those already in the Human Capital Plan, to enhance what the Agency is doing well and to improve upon what the Agency has identified as improvement areas. In addition, HR will coordinate Government wide improvement areas initiated by OPM, such as dealing with poor performers and ensuring selections for promotions are based on merit.

